



Head of Legal (Brooklyn, NY)

Ethena delivers modern, effective workplace eLearning. Their first product, harassment prevention training, transformed a “check the box” legal requirement into a learner-focused experience aiming for culture change not just compliance. In addition, they are in an exciting phase of growth where they are expanding their product offerings to include other ethics and inclusion related courses (think Code of Conduct, Anti-Corruption, etc.). Ethena is trusted by some of the most innovative companies including Netflix, Zendesk, Zoom and Figma.

Ethena is looking for a Head of Legal to join their small but mighty executive team due to rapid company growth. The ideal candidate will have a desire to learn and experience in a variety of legal areas with a specific expertise in one of the following: product counseling, privacy, compliance, marketing, or commercial.

The Head of Legal will report to the Founder, [Roxanne Petraeus](#), and partner closely with the executive team. They'll centralize all legal matters plus advise on Ethena's product and content. This is an opportunity to be an integral part of an exciting, high-growth startup company reinventing compliance training.

Responsibilities:

- Provide legal guidance to all facets of the company from HR, to Corporate, to Marketing to Product/Engineering to Sales.
- Effectively manage and coordinate with outside counsel as needed.
- Partner with Product to understand product, engineering, design, and operational implications of new features and courses, including development of a privacy program.
- Coordinate across content subject matter experts (often external counsel), Design, and Engineering to inform Ethena's compliance training content. You aren't making content, but you'll be providing guidance and feedback to the content creators.
- Advise Marketing on implementing marketing channels and solutions in compliance with relevant laws.
- Support Sales by participating in key sales calls (Ethena's buyer is often legal)
- Partner with Customer Success team to better understand customer pain points and successes to ensure our team is constantly learning.
- Support team by acting as a thought leader - you'll attend legal conferences, speak at public events and write blogposts to advance Ethena's mission to really create an effective learning culture with our clients.

Requirements:

- J.D. degree from an accredited law school and bar membership in good standing.
- 10+ years' experience with a combination of law firm and in-house experience, with a history of representing either legal and/or compliance.

- An entrepreneurial mindset – Ethena is an early-stage startup so they’re not just looking for someone to run a playbook – they want you to help build it.
- Excellent drafting, negotiation, and organizational skills.
- Solid business judgment and ability to think strategically as well as balance legal risks and business concerns.
- Flexible, adaptable and eager to learn and take on the challenge of handling a broad range of legal and business matters working toward company goals.
- Able to work independently, with minimal supervision, taking ownership and responsibility for completing projects.
- Energetic, with a positive mindset and “can-do” attitude.
- Possess high integrity, ethics, and a strong & persuasive personality with demonstrated ability to execute in a fast-paced environment.
- Ability to collaborate cross-functionally and build enduring relationships.
- Strong and clear verbal/written communication skills with an ability to speak “non-lawyer” with business partners throughout the company.
- Passion for building and a sense of connection to Ethena’s mission
- An impeccable sense of humor or at least a tolerance for humor

Ethena is proud to be an Equal Opportunity Employer and is committed to a diverse and inclusive workplace. All qualified applicants will receive consideration for employment without regard to race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity, Veteran status, or other legally protected status.

Ethena has exclusively engaged Kerwin Associates to conduct this search. Any resumes sent directly to Ethena will be forwarded to Kerwin Associates. If you are interested in speaking about or applying for this role, please contact Anne Kerwin Payne (anne@kerwin.com) or Jamie Walsh (jamie@kerwin.com) at Kerwin Associates.

Kerwin executes legal and compliance searches for the most transformative organizations, from tech-focused startups seeking rapid growth to established industry disruptors. With deep roots and history in Silicon Valley, our firm specializes in placing dynamic talent at all levels. To learn more about us, please visit our website at www.kerwin.com.